5 SEM TDC GHRM 3 (Sp)

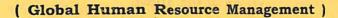
2014

(November.)

COMMERCE

(Speciality)

Course: 503



Full Marks: 80
Pass Marks: 32

Time: 3 hours

The figures in the margin indicate full marks for the questions

- 1. (a) Answer the following as directed: 1×3=3
 - (i) On-the-job training includes
 - (1) coaching
 - (2) job rotation
 - (3) committee assignments
 - (4) All of the above (Choose the right answer)

(Turn Over) ...

(ii) Total separation during the year $\times 100 = -$ Average number of employees

(Fill in the blank)

- (iii) High morale helps the management in overcoming
 - (1) indiscipline

tory a midway so

- (2) absenteeism
- (3) labour turnover
- (4) All of the above
- (5) None of the above (Choose the right answer)
- (b) Write True or False:

1×5=5

- (i) In international HRM, the host country is one, where the firm's headquarters is located.
- (ii) Continuous success in a changing world requires an ability to explore new opportunities and learn from past successes and failures.
- the recruiting process begins with human resource planning and concludes with evaluation of recruiting efforts.

(iv)	Placement refers				to the movement				
	of	an	emp	ployee	fro	m	one	job	to
	another.								

- (v) Guest workers are foreign workers invited to perform needed labour.
- 2. Write short notes on the following: $4\times4=16$
 - (a) Raiding
 - (b) Total Quality Management (TQM)
 - (c) Workforce Diversity
 - (d) Joint Venture
- **3.** (a) "Human resource management practices are culture bound." Discuss.

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- (b) Briefly discuss the issues involved in organizing human resource management functions.
- **4.** (a) "The human resource planning is becoming more and more important and complex with organizations becoming more global." Comment.

Or

(b) What are the key attributes that make a recruitment programme effective?

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5.	(a)	What should be the role of HR Manager								
		in the present globalized age? Explain.								

Or

- (b) How would you create a congenial atmosphere for working in an MNC having significant human and cultural diversity in the organization? Explain.
- 6. (a) Outline the important characteristics of the ethnocentric, polycentric and geocentric approaches to international staffing.

Or

- (b) Define the terms 'parent-country nationals', 'host-country nationals' and 'third-country nationals'. What are the main similarities and differences between domestic and international HRM?

 6+5=11
- 7. (a) Identify the changing trends in HRM environment with special reference to India.

Or

(b) How is the international selection made? Explain the international training and development process. 4+8=12

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